

Performance Evaluation System (PES)



**CWO4 A. S. Jackson
SgtMaj Doug Castle
MMSB-30**



Topics of Discussion

- PES Objectives
- Organization and Mission
- Automated Performance Evaluation System (A-PES)
- General Rules
- Responsibilities
- Compliance Issues
- Selection Board Information
- Points of Contact



References

- U. S. Navy Regulations 1990, Article 1129 and 1122
- Marine Corps Manual
- **Performance Evaluation System (PES) Manual (MCO P1610.7E)**
- Performance Evaluation Appeals (MCO 1610.11C)
- Marine Corps Physical Fitness Test/Body Composition Program (MCPFTBCP)(MCO P6100.12)



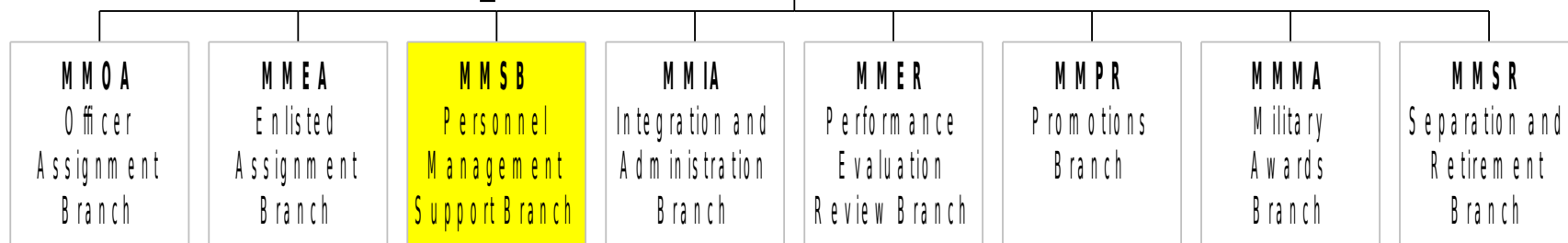
PES Objectives

- Ensure accurate, honest, and consistent reporting.
- Prevent inflation.
- Ensure timely receipt of reports.
- Ensure accuracy of official records.
- Provide info for selection boards.



Personnel Management Division (MM) Organization

Manpower Management, under the direction of the Director, Personnel Management Division, is responsible for the administration, retention, distribution, appointment, evaluation, awarding, promotion, retirement, discharge, separation, and service records of commissioned officers, warrant officers, and enlisted personnel of the Marine Corps and Marine Corps Reserve.





A-PES

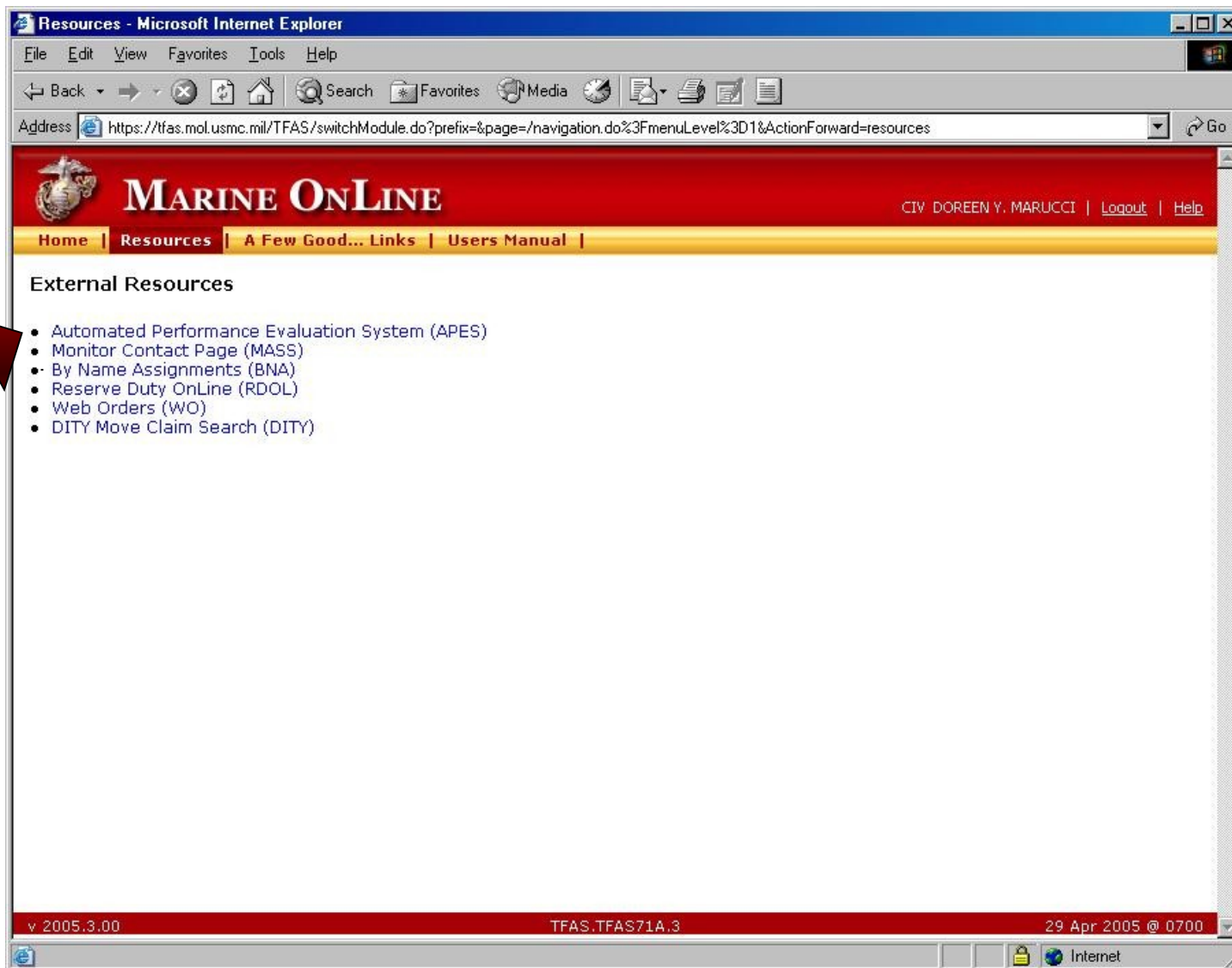
- Web-based accessible via Marine On Line (MOL)
 - Any Marine or reporting official
 - Non-Marines can obtain MOL accounts



A-PES Features

- MCTFS Interface - Section A pre-populated
- Improves administrative accuracy
 - 97% of A-PES reports are accurate
 - 50% of WinFE reports are accurate
- Worksheets retained for 18 months
- Reports retained for 90 days after completion
- Command Reviewer, Trusted Assistant, and Batch Processing Functionality

A-PES Access



A-PES Welcome Page

A-PES (Automated Performance Evaluation System) - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address <https://144.251.52.11/a-pes/> Go

 **A-PES**
Automated Performance Evaluation System

Main **FITREP** MROW Options Help Contact Privacy Logout

Friday, April 29, 2005

A-PES 2.1 VERSION ANNOUNCEMENT A-PES Version 2.1 was fielded on 20 Mar 2005. Users now have the capability to prepare and process adverse reports via A-PES. Because of the version upgrade, adverse reports created before 20 Mar 2005 cannot be processed through A-PES.

Welcome To A-PES, **MARUCCI**



The Automated Performance Evaluation System (A-PES) recognizes and enables the Marine Corps' vision of a seamless electronic means of creating and submitting Fitness Reports (FITREPS) through the appropriate chain of command and on to Headquarters Marine Corps (HQMC) where, through an interface with the Personnel Management Support Branch's (MMSB) current Back Office System, the reports will be placed onto a Marine's Official Military Personnel File (OMPF) and available to any promotion or school board that may require the information.

A-PES provides an accurate, synchronized, and timely system for FITREP information in support of the Marine Corps performance evaluation process.

To Begin Using A-PES:
Choose either the **FITREP** or the **Marine Reported On Worksheet (MROW)** button above.

Important Links

- [United States Marine Corps](#)
- [Marine Online Website](#)
- [MMSB Website](#)
- [Fitness Report Due Dates](#)
- [PES Order \(MCO P1610.7E\)](#)
- [PFT BCP Order \(MCO P6100.12\)](#)
- [Frequently Asked Questions \(F.A.Q.s\)](#)

A-PES Contact Information

MMSB 

Commandant of the Marine Corps
Headquarters U.S. Marine Corps (MMSB-30)
2008 Elliot Road
Quantico, VA 22134-5030

- [Contact MMSB-30](#)
- [Contact MMSB Webmaster](#) 

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Done Internet

MRO - MROW Creation Page

A-PES (Automated Performance Evaluation System) - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://pes2a1.mmsb.usmc.mil/a-pes/mrowModeGUI/mrowModeView.jsp?view=

A-PES
Automated Performance Evaluation System

Main FITREP MROW Options Help Contact Privacy Logout

Welcome, SGT DEV MRO ONE Tuesday, May 3, 2005

MROW Creation

Create In-Progress My Personal Trusted Assistant

Create A New Marine Reported On Worksheet (MROW)

My Information

SSN: 989898989 Last Name: DEV MRO ONE

MRO / RS Information

1 YOUR ROLE
Please select your role for this FITREP

☒ Marine Reported On (MRO)
☐ Reporting Senior (RS)

2 MRO INFO
Please enter the MRO info for this FITREP

MRO SSN: 989898989 MRO Last Name: DEV MRO ONE

3 RS INFO
Please enter the RS info for this FITREP

RS SSN: RS Last Name:


Occasion Information

4 OCC: From Date: To Date:

From Date: (yyyymmdd) To Date: (yyyymmdd)

Fitness Report Due Dates Cancel Create MROW

MROW - 1st Page of MROW

**A-PES**
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Build 2.1.10 1/12/05 1:00 PM

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Welcome, SGT DEV MRO TWO [User Preferences](#) Thursday, January 13, 2005

USMC Marine Reported On Worksheet (MROW): ID# 158712


[Create](#) [In-Progress](#) [My Personal](#) [Trusted Assistant](#)


[Previous](#) [Next](#)

MARINE REPORTED ON:

Last Name:

Grade: 

First Name:

DOR:  (yyyymmdd)


Middle Initial:

PMOS:

SSN:

BILMOS:

Enter "NA" if there is no duty MOS for the billet or if the MRO is a student.

 **NOTE: All SSN and name changes must be performed by your administrative personnel.**


ORGANIZATION:


MCC:

RUC: Enter "NA" if not applicable.


Unit Description:

OCCASION AND PERIOD:

OCC: 

From:  (yyyymmdd)

MRO - 2nd Page of MROW

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Build 2.1.10 1/12/05 1:00 PM







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Welcome, SGT DEV MRO TWO

Thursday, January 13, 2005

USMC Marine Reported On Worksheet (MROW): ID# 158712

[Create](#) [In-Progress](#) [My Personal](#) [Trusted Assistant](#)

Close Save Save As Refresh Spelling Delete Print Finish


[Previous](#) [Next](#)

REPORTING SENIOR:

Last Name:

SSN:

Init:

Grade: 

Service: 

Duty Assignment:


Select Service first
If Service is Civilian,
must type in Grade
(e.g. GS15). Do not use
punctuation or spaces in
Civilian Grades.


REVIEWING OFFICER:  [Select RO](#)

Last Name:

SSN:

Init:

Grade: 


Service: 

Duty Assignment:

Select Service first
If Service is Civilian,
must type in Grade
(e.g. GS15). Do not use
punctuation or spaces in
Civilian Grades.

BILLET DESCRIPTION/ RECOMMENDED ADJUSTMENTS:

Create Fitness Report

**A-PES**
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Build 2.1.10 1/12/05 1:00 PM

Main **FITREP** **MROW** Options Help Contact Privacy Logout


Welcome, 2NDLT DEV RS Thursday, January 13, 2005


FITREP Creation


Create In-Progress Completed My Personal Batch Process Trusted Assistant

 From  Without  Blank


Create Fitness Report (FITREP) Options

 **Create FITREP From MROW**
Selecting the 'From MROW' button will display a list of Marine Reported On Worksheets (MROWs) from which you can initiate a Fitness Report (FITREP). You will be the designated Reporting Senior (RS) of the MROWs displayed.

 **Create FITREP Without MROW**
Selecting the 'Without MROW' button will allow you, as the RS, to create a FITREP without a MROW on another Marine who is the Marine Reported On (MRO).

 **Print Blank FITREP**
Selecting the 'Print Blank' button will display a blank FITREP in Adobe PDF format. The PDF will open in Adobe Acrobat Reader, and will be presented in a new window.

Create Fitness Report From MROW


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Build 2.1.10 1/12/05 1:00 PM


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Welcome, 2NDLT DEV RS

















Thursday, January 13, 2005

FITREP Creation


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 From

Create A New FITREP From An MROW

	147435	SGT	DEV MRO ONE	2NDLT	DEV RS	RW	6969	RS	20041106	20041107	AR	17-DEC-2004 RWD
	147442	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20041106	20041106	TR	06-NOV-2004 JJD
	147444	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20030315	20041106	TD	15-NOV-2004 RWD
	147447	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20020304	20030505	TD	06-NOV-2004 WJD
	147449	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20030205	20040607	TD	06-NOV-2004 WJD
	147450	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20030101	20040101	EN	06-NOV-2004 WJD
	150041	SGT	DEV MRO ONE	2NDLT	DEV RS	RW	6969	RS	20040501	20041111	AN	10-NOV-2004 RWD
	156751	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050110	GC	07-JAN-2005 RWD
	156755	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050111	GC	07-JAN-2005 RWD
	156758	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050112	GC	07-JAN-2005 JJD
	156761	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050112	GC	07-JAN-2005 JJD
	156770	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050114	GC	07-JAN-2005 JJD
	156777	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050114	GC	07-JAN-2005 JJD
	156786	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050108	GC	07-JAN-2005 MND
	156792	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050107	20050111	GC	07-JAN-2005 MND
	158712	SGT	DEV MRO TWO	2NDLT	DEV RS	RW	6969	RS	20050101	20050228	CH	13-JAN-2005 JJD

RS - Section A Data
















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Welcome, 2NDLT DEV RS
 Thursday, September 8, 2005

USMC Fitness Report (FITREP): ID# 132922

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[Trusted Assistant](#)

 Close
  Save
  Download
  Preview
  Spelling
  Delete
  Print
  Addendum
  Addendum
  Comments
  Changes
  MROW Info
  Return
  Route

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[Show Errors \(-\)](#)
[Show Warnings \(2\)](#)
[Show Messages \(0\)](#)


Marine Reported On				Occasion and Period Covered		
LAST NAME: DEV MRO TWO	FIRST NAME: JOSH	MI: J	SSN: 979797979	OCC: CH	FROM: 20050824	TO: 20050825

COMMANDANT'S GUIDANCE


The completed fitness report is the most important information component in manpower management. It is the primary means of evaluating a Marine's performance and is the Commandant's primary tool for the selection of personnel for promotion, augmentation, resident schooling, command, and duty assignments. Therefore, the completion of this report is one of an officer's most critical responsibilities. Inherent in this duty is the commitment of each Reporting Senior and Reviewing Officer to ensure the integrity of the system by giving close attention to accurate marking and timely reporting. Every officer serves a role in the scrupulous maintenance of this evaluation system, ultimately important to both the individual and the Marine Corps. Inflationary markings only serve to dilute the actual value of each report. Reviewing Officers will not concur with inflated reports.

A. ADMINISTRATIVE

1. MARINE REPORTED ON:

a. Last Name: <input type="text" value="DEV MRO TWO"/>	e. Grade: <input type="text" value="SGT"/> 
b. First Name: <input type="text" value="JOSH"/>	f. DOR: <input type="text" value="20020403"/> <small>(yyyymmdd)</small>
c. Middle Initial: <input type="text" value="J"/>	g. PMOS: <input type="text" value="0311"/>
d. SSN: <input type="text" value="979797979"/>	h. BILMOS: <input type="text" value="0311"/>

Enter "NA" if there is no duty MOS for the billet or if the MRO is a student.


NOTE: All SSN and name changes must be performed by your administrative personnel.

2. ORGANIZATION:

a. MCC: <input type="text" value="V24"/>
b. RUC: <input type="text" value="13220"/> <small>Enter "NA" if not applicable.</small>
c. Unit Description: <input type="text" value="E CO 2ND BN 4TH MAR"/>

RS - Section A Data (cont)

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Main **FITREP** **MROW** Options Help Contact Privacy Logout

Welcome, 2NDLT DEV RS Thursday, September 8, 2005

USMC Fitness Report (FITREP): ID# 132922

Create In-Progress Completed My Personal Batch Process Trusted Assistant

 Close  Save  Download  Preview  Spelling  Delete  Print  Addendum  Addendum  Comments  Changes  MROW Info  Return  Route

Printed Page: 1 2 3 4 5 Sections: A B C D E F G H I J K L < Previous Next >

► Show Errors (-) ▼ Hide Warnings (2) ► Show Messages (0)

WARNINGS
 Warnings will not prevent a FITREP from being Routed or Returned.

 Section B: Billet Description: Adverse keyword: Provide legal guidance regarding **NJP's**, discharges, and other
 Section B: Billet Description: Adverse keyword: matters pertaining to the good order and **discipline** of the unit.

Marine Reported On **Occasion and Period Covered**
LAST NAME: DEV MRO TWO FIRST NAME: JOSH MI: J SSN: 979797979 OCC: CH FROM: 20050824 TO: 20050825

A. ADMINISTRATIVE (Continued)

10. REPORTING SENIOR:

a. Last Name: DEV RS

d. SSN: 969696969

b. Init: RW

e. Grade: 2NDLT  Select Service first
If Service is Civilian, must type in Grade (e.g. GS15). Do not use punctuation or spaces in Civilian Grades.

c. Service: USMC 

f. Duty Assignment: DUTY ASSIGNMENT

11. REVIEWING OFFICER:  Select RO

a. Last Name: DEV RO

d. SSN: 959595959

b. Init: SR

e. Grade: CAPT  Select Service first

RS - Pages 2-4/Sections D-H

A-PES

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Welcome, 2NDLT DEV RS
Thursday, September 8, 2005

USMC Fitness Report (FITREP): ID# 132922

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Addendum
Comments
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MROW Info
Return
Route

Printed Page: 1 2 3 4 5
Sections: A B C D E F G H I J K L
◀ Previous Next ▶

► Show Errors (-)
► Show Warnings (2)
► Messages (0)

Marine Reported On
Occasion and Period Covered

LAST NAME: DEV MRO TWO	FIRST NAME: JOSHUA	MI: J	SSN: 979797979	OCC: CH	FROM: 20050824	TO: 20050825
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D. MISSION ACCOMPLISHMENT

1. PERFORMANCE:

Results achieved during the reporting period. How well those duties inherent to a Marine's billet, plus all additional duties, formally and informally assigned, were carried out. Reflects a Marine's aptitude, competence, and commitment to the unit's success above personal reward. Indicators are time and resource management, task prioritization, and tenacity to achieve positive ends consistently.


ADV	Meets requirements of billet and additional duties. Aptitude, commitment, and competence meet expectations. Results maintain status quo.		Consistently produces quality results while measurably improving unit performance. Habitually makes effective use of time and resources; improves billet procedures and products. Positive impact extends beyond billet expectations.	Results far surpass expectations. Recognizes and exploits new resources; creates opportunities. Emulated; sought after as an expert with influence beyond unit. Impact significant; innovative approaches to problems produce significant gains in quality and efficiency.		N/D	
A <input type="radio"/>	B <input type="radio"/>	C <input type="radio"/>	D <input type="radio"/>	E <input type="radio"/>	F <input type="radio"/>	G <input type="radio"/>	H <input checked="" type="radio"/>

2. PROFICIENCY:

Demonstrates technical knowledge and practical skill in the execution of the Marine's overall duties. Combines training, education and experience. Translates skills into actions which contribute to accomplishing tasks and missions. Imparts knowledge to others. Grade dependent.

ADV	Competent. Possesses the requisite range of skills and knowledge commensurate with grade and experience. Understands and articulates basic functions related to mission accomplishment.		Demonstrates mastery of all required skills. Expertise, education and experience consistently enhance mission accomplishment. Innovative troubleshooter and problem solver. Effectively imparts skills to subordinates.	True expert in field. Knowledge and skills impact far beyond those of peers. Translates broad-based education and experience into forward thinking, innovative actions. Makes immeasurable impact on mission accomplishment. Peerless teacher, selflessly imparts expertise to subordinates, peers, and seniors.		N/D	
A <input type="radio"/>	B <input type="radio"/>	C <input type="radio"/>	D <input type="radio"/>	E <input type="radio"/>	F <input type="radio"/>	G <input type="radio"/>	H <input type="radio"/>

RS - Section I and RS Certification















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Welcome, 2NDLT DEV RS Thursd [A-PES Contact Information](#)

USMC Fitness Report (FITREP): ID# 132922

Create In-Progress Completed My Personal Batch Process Trusted Assistant

Printed Page: 1 2 3 4 5 Sections: A B C D E F G H I J K L [Previous](#) [Next](#)

[Show Errors \(-\)](#) [Show Warnings \(2\)](#) [Show Messages \(0\)](#)

Marine Reported On

Occasion and Period Covered

LAST NAME: DEV MRO TWO FIRST NAME: JOSH MI: J SSN: 979797979 OCC: CH FROM: 20050824 TO:

I. DIRECTED AND ADDITIONAL COMMENTS

You have entered 0 characters. This field is limited to 10000 characters.

J. CERTIFICATION

I CERTIFY that to the best of my knowledge and belief all entries made hereon are true and without prejudice or partiality and that I have provided a signed copy of this report to the Marine Reported on.


Signature of Reporting Senior

Date in YYYYMMDD format


Either Signs and Routes


RS - Warnings and Messages


Warnings -- Web Page Dialog


 **A-PES**
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A-PES Warnings & Messages

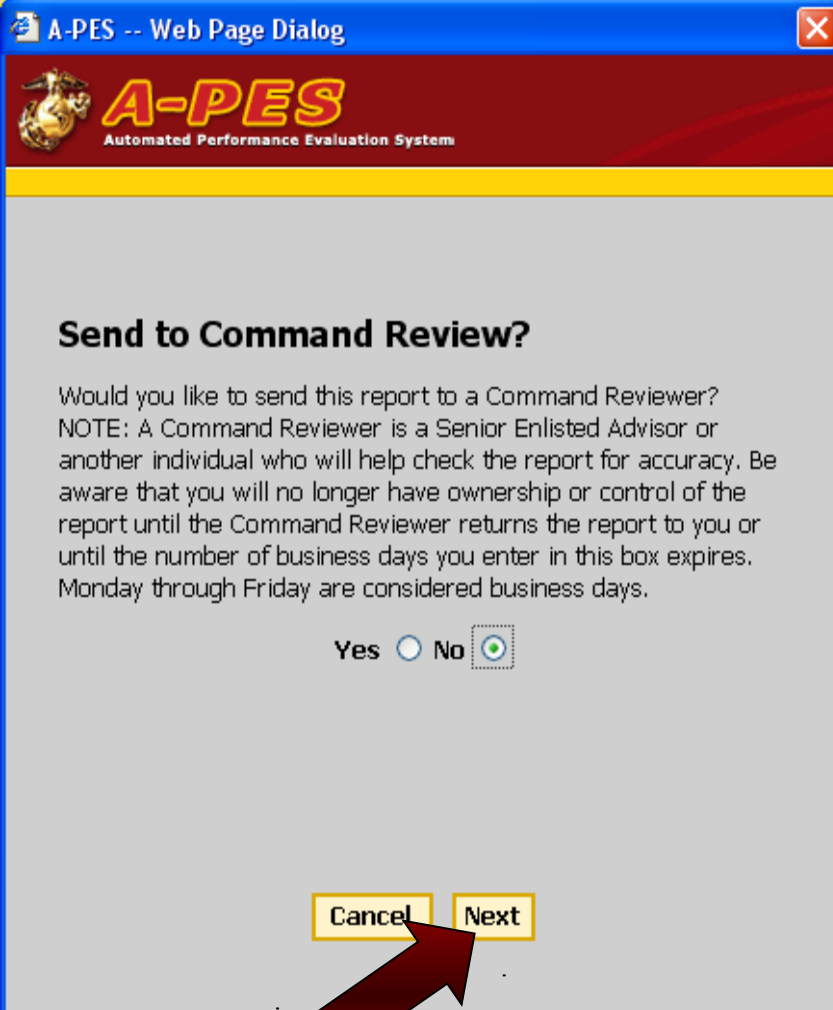
 You have the following **Warnings** associated with this FITREP. Please click Next to continue routing, or Cancel to make changes to your FITREP.

 Section B: Billet Description: Adverse keyword: Provide legal guidance regarding **NJP**'s, discharges, and other


 Section B: Billet Description: Adverse keyword: matters pertaining to the good order and **discipline** of the unit.

 You have the following **Messages** associated with this FITREP. Please click Next to continue routing, or Cancel to make changes to your FITREP.

Command Review Option



A-PES -- Web Page Dialog

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Send to Command Review?

Would you like to send this report to a Command Reviewer?
NOTE: A Command Reviewer is a Senior Enlisted Advisor or another individual who will help check the report for accuracy. Be aware that you will no longer have ownership or control of the report until the Command Reviewer returns the report to you or until the number of business days you enter in this box expires. Monday through Friday are considered business days.

Yes ☐ No ☒

Cancel Next

Status Page


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

Welcome, 2NDLT DEV RS Thursday, January 13, 2005

FITREP Status

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[Completed](#)
[My Personal](#)
[Batch Process](#)
[Trusted Assistant](#)

 Edit
  Preview
  Delete
  Print

FITREPs In Progress

	11621	SGT	DEV MRO TWO	2NDLT	DEV RS	RS	20050110	20050114	GC	RS Working	14-FEB-2005	11-JAN-2005 RWD	<input type="checkbox"/>	
	11622	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050106	20050110	EN	MRO WORKING	10-FEB-2005	10-JAN-2005 JWD	<input type="checkbox"/>	
	11626	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050108	20050110	TR	RS Working	10-FEB-2005	10-JAN-2005 RWD	<input type="checkbox"/>	
	11633	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050110	20050112	FD	RO Working	12-FEB-2005	11-JAN-2005 RWD	<input type="checkbox"/>	
	11637	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050110	20050111	CH	THIRD OFF WORKING	11-FEB-2005	11-JAN-2005 SRD	<input type="checkbox"/>	
	11652	SGT	DEV MRO TWO	2NDLT	DEV RS	RS	20050111	20050114	GC	RS Working	14-FEB-2005	11-JAN-2005 RWD	<input type="checkbox"/>	
	11653	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050110	20050111	EN	RS Working	11-FEB-2005	11-JAN-2005 RWD	<input type="checkbox"/>	
	11656	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050111	20050112	TR	RS Working	12-FEB-2005	11-JAN-2005 RWD	<input type="checkbox"/>	
	11670	SGT	DEV MRO TWO	2NDLT	DEV RS	RS	20050112	20050121	GC	RS Working	21-FEB-2005	12-JAN-2005 JJD	<input type="checkbox"/>	
	11678	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050110	20050112	CH	MRO WORKING	12-FEB-2005	12-JAN-2005 JWD	<input type="checkbox"/>	
	11682	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050111	20050113	CD	MMSB		12-JAN-2005 JWD	<input type="checkbox"/>	
	11683	SGT	DEV MRO TWO	2NDLT	DEV RS	RS	20050112	20050114	GC	CMD REV Working	14-FEB-2005	12-JAN-2005 RWD	<input type="checkbox"/>	
	11685	SGT	DEV MRO ONE	2NDLT	DEV RS	RS	20050112	20050114	CD	RO Working	14-FEB-2005	13-JAN-2005 RWD	<input type="checkbox"/>	
	11691	SGT	DEV MRO TWO	2NDLT	DEV RS	RS	20050101	20050228	CH	RO Working	31-MAR-2005	13-JAN-2005 RWD	<input type="checkbox"/>	

Printed Fitness Report

http://apesas2/a-pes/fitrepender.jsp?fitrepid=11691&viewType=display&delegatorSSN= - Microsoft Internet ...

97%

Create an Adobe PDF online

USMC FITNESS REPORT (1610)
NAVMC 10835A (Rev. 1-01)(P-A-PES 1.0)
PREVIOUS EDITIONS WILL NOT BE USED

COMMANDANT'S GUIDANCE

DO NOT STAPLE THIS FORM

The completed fitness report is the most important information component in manpower management. It is the primary means of evaluating a Marine's performance and is the Commandant's primary tool for the selection of personnel for promotion, augmentation, resident schooling, command, and duty assignments. Therefore, the completion of this report is one of an officer's most critical responsibilities. Inherent in this duty is the commitment of each Reporting Senior and Reviewing Officer to ensure the integrity of the system by giving close attention to accurate marking and timely reporting. Every officer serves a role in the scrupulous maintenance of this evaluation system, ultimately important to both the individual and the Marine Corps. Inflationary markings only serve to dilute the actual value of each report. Reviewing Officers will not concur with inflated reports.

A. ADMINISTRATIVE INFORMATION

1. Marine Reported On:

a. Last Name	b. First Name	c. MI	d. SSN	e. Grade	f. DOR	g. PMOS	h. BILMOS
DEV MRO TWO	JOSH	J	979797979	SGT	20020403	0311	0311

2. Organization:

a. MCC	b. RUC	c. Unit Description
V24	13220	E CO 2ND BN 4TH MAR

3. Occasion and Period Covered:

a. OCC	b. From	To	c. Type
CH	20050101	20050228	N

4. Duty Assignment (descriptive title):

TEST

5. Special Case:

a. Adverse	b. Not Observed	c. Extended
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Marine Subject Of:

a. Commandatory Material	b. Derogatory Material	c. Disciplinary Action
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Recommended For Promotion:

a. Yes	b. No	c. N/A
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. Special Information:

a. QUAL	SE	d. HT(in.)	70	g. Reserve Component	
b. PFT	A300	e. WT	180	h. Future Use	
c. Status		f. Body Fat		i. Future Use	

9. Duty Preference:

a. Code	b. Descriptive Title
1st	
2nd	
3rd	

10. Reporting Senior:

a. Last Name	b. Init	c. Service	d. SSN	e. Grade	f. Duty Assignment
DEV RS	RW	USMC	969696969	2NDLT	DEPUTY DIR

11. Reviewing Officer:

a. Last Name	b. Init	c. Service	d. SSN	e. Grade	f. Duty Assignment
DEV RO	SR	USMC	959595959	CAPT	COMMANDING OFFICER

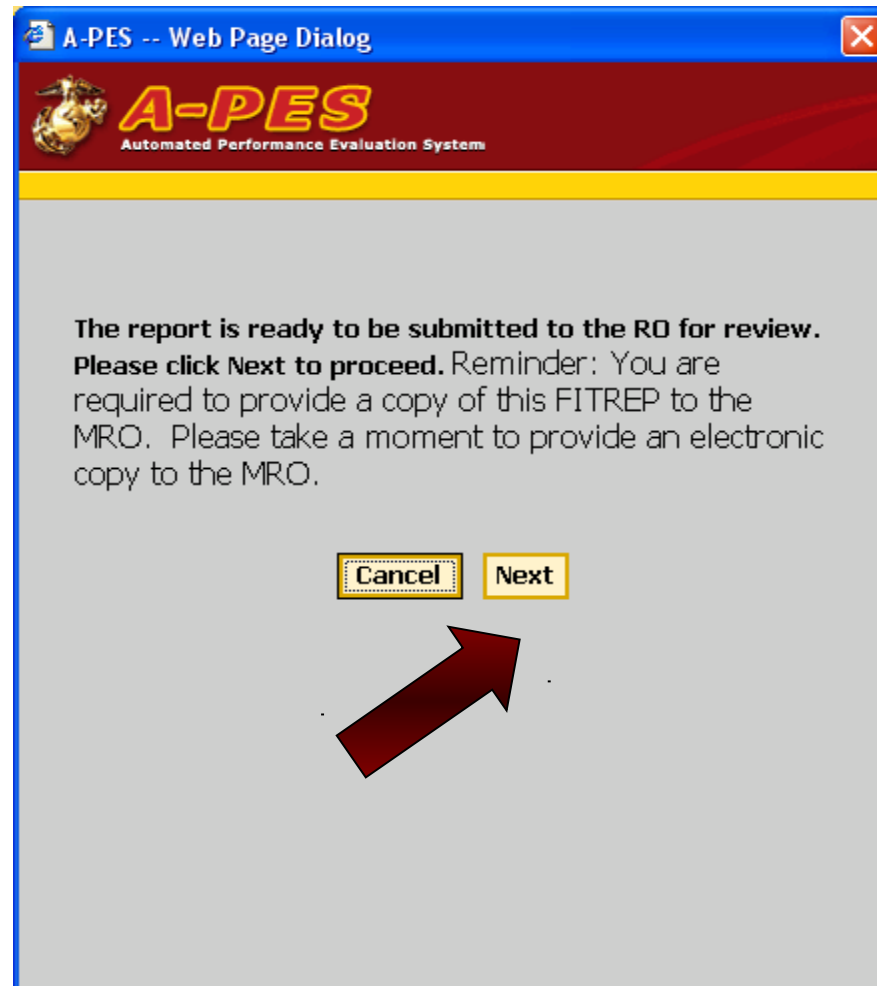
B. BILLET DESCRIPTION

test test


7.99 x 10.43 in

1 of 5

Route to Reviewing Officer



RS Logout

**A-PES**
Automated Performance Evaluation System

Build 2.1.10 1/12/05 1:00 PM




Logout Successful

You have successfully logged out of A-PES. Please use the link below to return to Marine Online to log back in to A-PES.

 [Marine Online Website](#)

RO - Page 5 / Section K















**A-PES**
Automated Performance Evaluation System

Main **FITREP** **MROW** Options Help Contact Privacy Logout

Welcome, CAPT DEV RO Thursday, September 8, 2005

USMC Fitness Report (FITREP): ID# 132922

Create In-Progress Completed My Personal Batch Process Trusted Assistant

 Close  Save  Download  Preview  Spelling  Delete  Print  Addendum  Addendum  Comments  Changes  MROW Info  Return  Route

Printed Page: 1 2 3 4 5 Sections: A B C D E F G H I J K L Previous Next

Show Errors (-) Show Warnings (2) Show Messages (0)

Marine Reported On

Occasion and Period Covered

LAST NAME: DEV MRO TWO	FIRST NAME: JOSH	MI: J	SSN: 979797979	OCC: CH	FROM: 20050824	TO: 20050825
------------------------	------------------	-------	----------------	---------	----------------	--------------

K. REVIEWING OFFICER COMMENTS

1. OBSERVATION:


☐ Sufficient ☐ Insufficient

2. EVALUATION:

☐ Concur ☐ Do Not Concur

3. COMPARATIVE ASSESSMENT:

Provide a comparative assessment of potential by selecting the appropriate radio button. In marking the comparison, consider all marines of this grade whose professional abilities are known to you personally.




DESCRIPTION	COMPARATIVE ASSESSMENT
Eminently Qualified Marine	<input type="radio"/>
One Of The Few	<input type="radio"/>
Exceptionally Qualified Marines	<input type="radio"/>
One Of The Many Highly Qualified	<input type="radio"/>
Professionals Who Form The	<input type="radio"/>
Majority Of This Grade	<input type="radio"/>



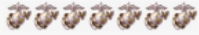




Scroll
Down



Reviewing Officer Certification

known to you personally.



One Of The Few	<input type="radio"/>	
Exceptionally Qualified Marines	<input type="radio"/>	
One Of The Many Highly Qualified	<input type="radio"/>	
Professionals Who Form The	<input type="radio"/>	
Majority Of This Grade	<input type="radio"/>	
A Qualified Marine	<input type="radio"/>	
Unsatisfactory	<input type="radio"/>	

4. REVIEWING OFFICER COMMENTS:

Amplify your comparative assessment mark; evaluate potential for continued professional development to include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective.

You have entered 0 characters. This field is limited to 616 characters.

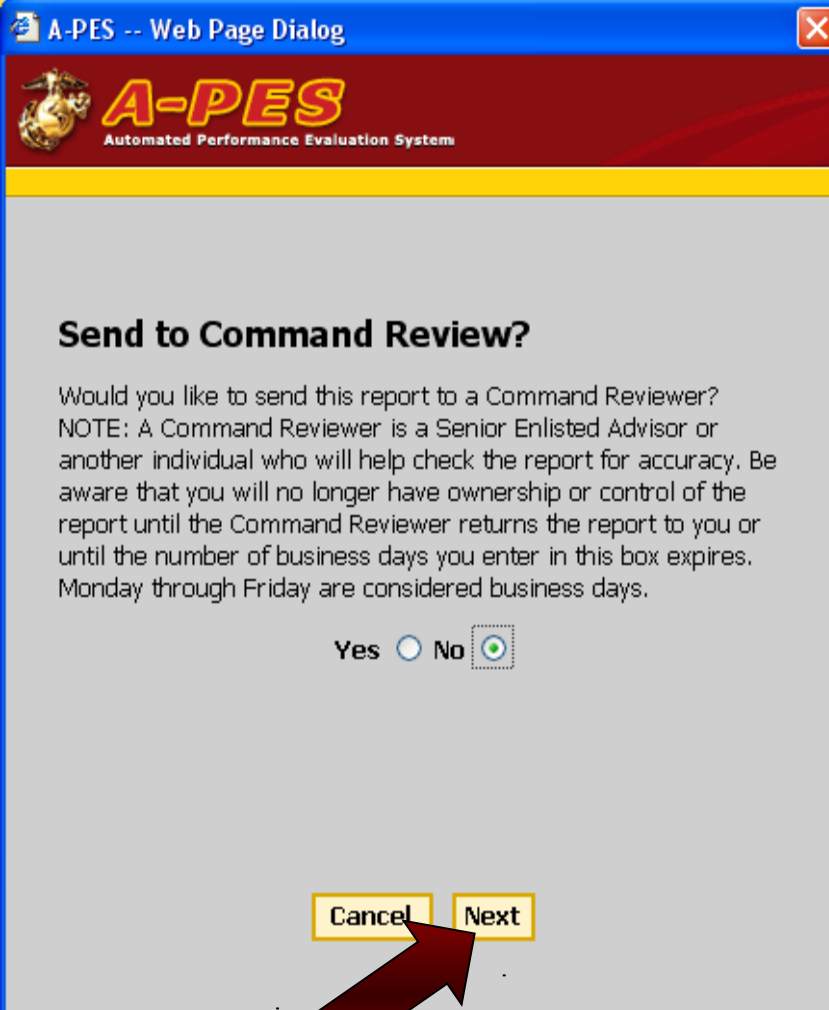
SIGN AND FINISH:

5. I CERTIFY that to the best of my knowledge and belief all entries made hereon are true and without prejudice or partiality and that I have provided a signed copy of this report to the Marine Reported On.


**Signature of
Reviewing Officer**

Date in
YYYYMMDD format

Send for Command Review



A-PES -- Web Page Dialog

 **A-PES**
Automated Performance Evaluation System

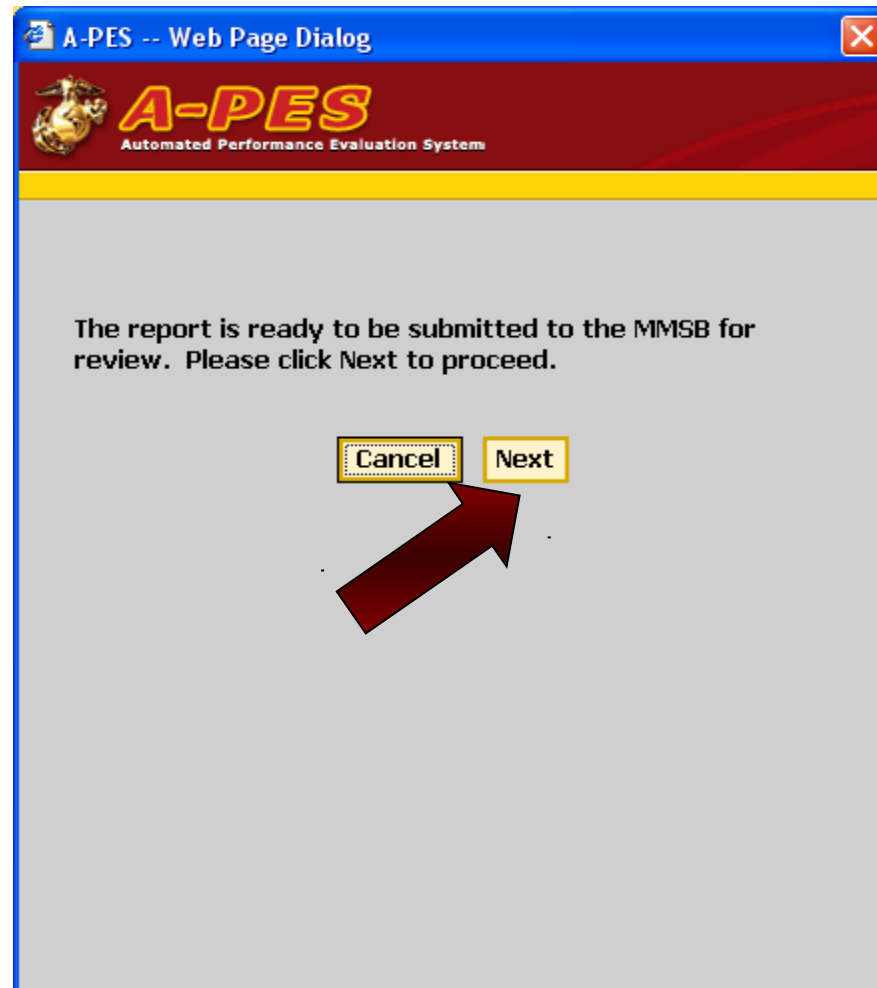
Send to Command Review?

Would you like to send this report to a Command Reviewer?
NOTE: A Command Reviewer is a Senior Enlisted Advisor or another individual who will help check the report for accuracy. Be aware that you will no longer have ownership or control of the report until the Command Reviewer returns the report to you or until the number of business days you enter in this box expires. Monday through Friday are considered business days.

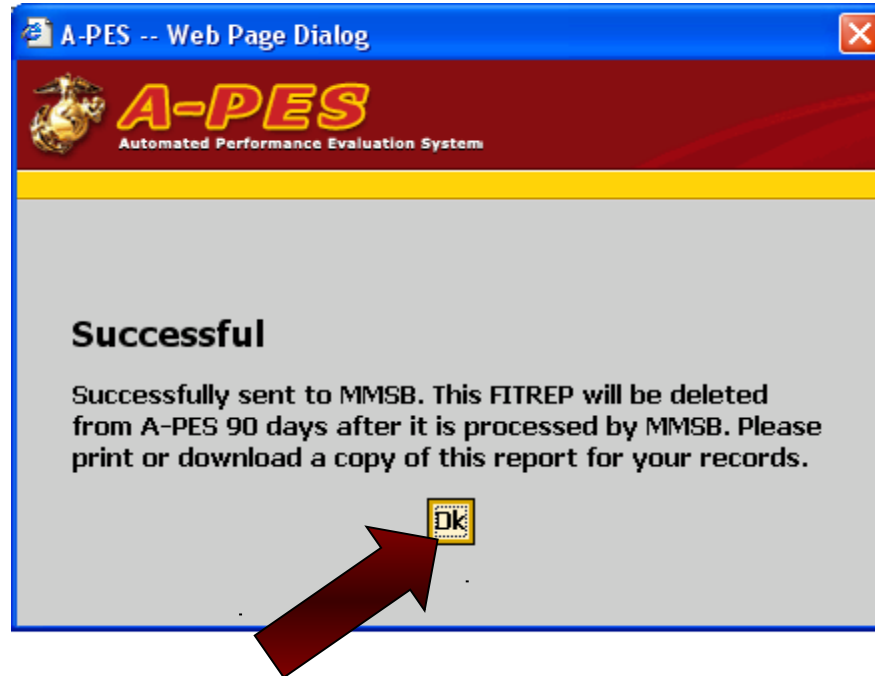
Yes ☐ No ☒

Cancel Next


Submission to MMSB



Acknowledgment of Submission to MMSB



Trusted Assistant

**A-PES**
Automated Performance Evaluation System





Build 2.1.11 1/13/05 8:30 AM

Main **FITREP** **MROW** Options Help Contact Privacy Logout

Welcome, LTCOL DEV SMR Tuesday, January 18, 2005


Trusted Assistant


Create In-Progress Completed My Personal Batch Process **Trusted Assistant**


 Delegate  Status  From  Without


Displays options allowing you to delegate Batch Processors, create and manage Batch Process templates and create Batches of up to 100 FITREPs at a time.

Trusted Assistant Options

**Delegate Trusted Assistants**
Use this button to delegate Trusted Assistants to generate FITREPs for you on your behalf.
Note: Delegate Trusted Assistants apply to both MROW and FITREP actions.

**Check Status of Trusted Assistant FITREPs**
Selecting the 'Check Status' button will allow you to manage all FITREPs that you are a Trusted Assistant on.

**Create FITREP From MROW**
Selecting the 'From MROW' button will display a list of all MROWs from which you can initiate a FITREP. You will only be able to see MROWs for which you are the designated Trusted Assistant.

**Create FITREP Without MROW**
Selecting the 'Without MROW' button will allow you, as the Trusted Assistant, to create a FITREP with a MROW on another Marine who is the MRO.

NOTE: Please refer to the Trusted Assistant User Manual in the Help menu for a step by step guide.



General Rules

- A-PES does not nullify requirement to counsel MRO throughout reporting period.
- 90 or more days normally required for an observed fitness report.
- Justification required for observed fitness reports of 89-days or less.
- Not observed reports can be rendered adverse.
- Completed reports due to HQMC 30-days after reporting period ends.



Reporting Chain

- Reporting Senior (RS)
- Reviewing Officer (RO)
- Third Officer Sighter (3OS)
 - **Adverse reports only**
- Senior Marine Representative (SMR)
 - **Non-Marine RS and RO external to the Marine Corps reports only**
- **Commandant of the Marine Corps (MMSB-30)**

Note: The MRO is not part of the reporting chain.



Command Responsibilities

- Review reports at command level.
- Ensure reports adhere to PES policy.
- Ensure reports do not contain inflated markings.
- Ensure reports contain sufficient justifications, as applicable.
- Ensure reports do not contain unwarranted comments.
 - Free of ambiguities
 - Free of innuendos
 - No “velvet knives”
- Ensure reports arrive to HQMC on time.



MRO Responsibilities

- Possess a clear understanding of his or her role in accomplishing the unit's mission.
- Possess a general understanding of the PES.
- Submit billet description to RS within the first 15-days of the reporting period.
- Submit summary of accomplishments to RS prior to end of reporting period.



RS Responsibilities

- Establish, formalize, and review billet description at outset of reporting period utilizing MRO worksheet.
- **Counsel MRO on duties, responsibilities, and RS's expectations throughout the reporting period.**
- Provide in-depth observation of MRO's performance, professional qualities, and potential.
- Ensure accuracy of sections A thru I.
- Forward report to RO in a timely manner.



RO Responsibilities

- **Educate subordinates on fitness report responsibilities, PES policy, and proper evaluation methods.**
- Make every effort to know professional capabilities of the MRO.
- Take corrective action to eliminate inflated and late reports.
- Complete section K, as applicable.
- **Ensure accuracy and timely submission of reports.**



RO Responsibilities (cont)

- Non-Marine RS/RO (external to USMC)
 - Forward report to SMR for review
- **Assess adverse reports and adjudicate factual differences between RS's evaluation and MRO's statement.**
- **Forward adverse report to Third Officer Sighter.**



3OS Responsibilities

- Sight all adverse fitness reports.
- **Take action to resolve inconsistencies and disagreements when MRO's statement disagrees with RO as to matters of fact.**
- Take action to determine validity of new info when MRO's statement adds new info that RO did not previously address.
- If 3OS comments add new adversity refer report to MRO for acknowledgment.



SMR Responsibilities

- Provide non-Marine RSs and ROs guidance and education on PES policy.
- Review all reports for administrative correctness.
- May comment on the MRO, if desired.
 - Observation pertinent to billet assignment and mission accomplishment.
 - “Whole Marine” Concept
 - Marine Corps standards, values, and professional growth exhibited.



CMC Policy Compliance

To maintain the integrity of the PES MMSB-30 will monitor how well reporting officials are performing their duties and proactively identify, notify, and educate reporting officials displaying undesirable reporting trends indicating gaming, inflation, untimely submission of reports, inaccurate reporting, and procedural errors.



Trends

- Failure to provide MRO copy of report
- **Failure to use the MMSB website to eliminate date gaps (Proceed/Travel/Delay)**
- Failure of RS/RO to certify reports
- Failure to generate To Temporary Duty (TD) reports
- **Inaccurate and incomplete height/weight/BF/PPFT**
- Failure to complete sections B and C
- **Negative and evaluative comments made in section C (Billet Accomplishments)**



Trends (cont)

- **“Effectiveness Under Stress”, “Courage”, and Leadership (3) not evaluated.**
- **Adverse reports not referred to MRO for acknowledgment.**
- Adverse report not adjudicated properly by RO or 3OS.
- Adverse reports not referred to 3OS for action.
- Failure to use senior enlisted advisors in evaluation process.
- **Superior marking justifications not concrete, substantive, verifiable, or quantitative.**



Marking Philosophy Considerations

- Grade, experience in grade, and accumulated experience as a Marine.
- Performance for a defined period and specific set of duties and responsibilities.
- Understand personal ability and individual performance over a course of career develops a record of merit.
- No deficiencies in any given area does not mean a Marine rates an “F” or “G”.




Marking Philosophy Considerations (cont)

- RS must accurately evaluate each Marine in context of time and circumstance to provide the CMC a clear picture of MRO's performance.
- RS must not inflate performance.
- RS must understand "D" thru "G" not to find fault, nor to puff-up competency, but objectively evaluate Marines on their own merits.
- Reporting officials must understand that combat and non-combat reports need to be treated the same.

******It's about performance******



Performance Anchored Rating Scales (PARS)

**A-PES**
Automated Performance Evaluation System















Build 2.1.10 1/12/05 1:00 PM

[Main](#) [FITREP](#) [MROW](#) [Options](#) [Help](#) [Contact](#) [Privacy](#) [Logout](#)

Welcome, 2NDLT DEV RS Thursday, January 13, 2005

USMC Fitness Report (FITREP): ID# 11691

[Create](#) [In-Progress](#) [Completed](#) [My Personal](#) [Batch Process](#) [Trusted Assistant](#)

Printed Page: 1 2 3 4 5 Sections: A B C D E F G H I J K L [Previous](#) [Next](#)

Marine Reported On

Occasion and Period Covered

LAST NAME: DEV MRO TWO FIRST NAME: JOSH MI: J SSN: 979797979 OCC: CH FROM: 20050101 TO: 20050228

D. MISSION ACCOMPLISHMENT

1. PERFORMANCE:

Results achieved during the reporting period. How well those duties inherent to a Marine's billet, plus all additional duties, formally and informally assigned, were carried out. Reflects a Marine's aptitude, competence, and commitment to the unit's success above personal reward. Indicators are time and resource management, task prioritization, and tenacity to achieve positive ends consistently.

ADV	Meets requirements of billet and additional duties. Aptitude, commitment, and competence meet expectations. Results maintain status quo.	Consistently produces quality results while measurably improving unit performance. Habitually makes effective use of time and resources; improves billet procedures and products. Positive impact extends beyond billet expectations.	Results far surpass expectations. Recognizes and exploits new resources; creates opportunities. Emulated; sought after as an expert with influence beyond unit. Impact significant; innovative approaches to problems produce significant gains in quality and efficiency.	N/D			
A	B	C	D	E	F	G	H
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. PROFICIENCY:

Demonstrates technical knowledge and practical skill in the execution of the Marine's overall duties. Combines training, education and experience. Translates skills into actions which contribute to accomplishing tasks and missions. Imparts knowledge to others. Grade dependent.

ADV	Competent. Possesses the requisite range of skills and knowledge commensurate with grade and experience.	Demonstrates mastery of all required skills. Expertise, education and experience consistently enhance mission accomplishment. Innovative troubleshooter and problem solver. Effectively imparts skills	True expert in field. Knowledge and skills impact far beyond those of peers. Translates broad-based education and experience into forward thinking, innovative actions. Makes immeasurable impact on mission	N/D
-----	--	--	--	-----



Adverse Markings

- Attribute marking of “A” must clearly describe nature and condition of the observed poor performance.
- *Do not use the report as a counseling tool to address poor performance.*
- Do not report minor flaws or mistakes unless they are significant enough to effect MRO’s initiative and leadership potential or hinder mission accomplishment.
- *Do not comment on minor limitations, shortcomings, and occasional lapses, or weaknesses in an overall positive performance.*



Adverse Comments

- *“Sometimes he is absolutely brilliant in the things he did, and at an equal number of times he was terribly disappointing.”*
- *“Although MRO puts forth efforts, he is well behind his peer group.”*
- *“...has ability to become a good NCO if he applies himself and utilizes initiative.”*
- *“...needs to learn to delegate, rather than trying to do everything himself.”*
- *“Working on honing skills required of a staff officer-especially commander’s intent.”*
- *“...has reached his culminating point as a Marine Corps Officer.”*



Distinguished Marks

- “F” and “G” mean exceptional sustained performance throughout reporting period.
- Support superior markings with concrete examples.
 - ***Do not restate the attribute!!!!***
- Require justifications that withstand three tests:
 - ✓ Verifiable
 - ✓ Substantive
 - ✓ Quantifiable (Where Possible)



Distinguished Marks (cont)

- Rarely should isolated incidents merit a marking in either block.
- “G” marking should reflect a truly extraordinary level or performance observed.
- **Multiple “F” or “G” markings in one section with one justification not appropriate.**



Examples of Unacceptable Justifications

PERFORMANCE: "F" MARKED

Superb performance during this period that exceeded expectations. Best Marine I have observed in my 22 years in the Corps. Can be counted on to accomplish any mission with minimal supervision. MRO's efforts during this period was outstanding and led to success levels never seen by the FDC in this command. Peerless. Promote.

INITIATIVE: "F" MARKED

Distinctly observed by myself as the one disbursing chief in this command that is not afraid to make a decision without asking questions on the proper course of action. He is confident in his abilities and can back it up with action. Solves critical issues before they become serious problems.



Examples of Acceptable Justifications

PERFORMANCE : "F" MARKING

Implemented procedural changes within the FDC that resulted in an increase in timeliness and safety of computations. Instituted a policy that required gun sections to read back the announced firing charge. As a result, the Battery had zero firing incidents.

Developed a method of transmitting firing timeliness to gun sections via gun display units that increased speed of the battery's fire support and prevented transposition of digits that occur during transmission of voice fire commands.

INITIATIVE: "F" MARKING

Pensacola, NAS caused unexpected travel settlements to post to T&E acct. Contacted HQMC/Pensacola and adjusted T&E procedure for aviation students to allow schoolhouse to request appropriation data directly from T&E, where others are required to make requests through HQMC. Efforts led to 100% reduction in unexpected travel orders originating at Pensacola. Solution will remain in place until HQMC adjusts travel regulations associated with Marines in initial accession training pipeline.



RS Profile

Reporting Senior
Fitness Report List

CWO3 JOHNNY B. GOODE

Reporting Senior SSN: 000000000

As of: 20050902

MRO SSN (Last Four)	Last Name	From Date	To Date	Occ	FitRep
Avg					
MSGT					
1234	Smith	01 Dec 01	08 Jun 02	AN	4.85
2235	Jones	01 Oct 01	30 Nov 01	TR	4.36
3456	Thomas	01 Dec 00	17 Sep 01	TR	2.92
4432	Brown	01 Sep 99	30 Nov 00	GC	2.54

Average By MRO Grade:

3.66

GYSGT

9876	Green	22 Jan 01	20 Jun 01	AN	5.79
8765	Black	01 May 02	31 Aug 02	CH	
5.07					
7676	White	01 Jul 01	01 Oct 01	GC	4.85
7676	White	03 Jul 00	30 Jun 01	AN	4.07



RO Profile

Reviewing Officer
Fitness Report List

COL JOHN M. MARINE

Reporting Senior SSN: 000000000

As of: 20050902

MRO SSN (Last Four) Assessment	Last Name	From Date	To Date	Occ	RO
<hr/>					
MAJ					
1234	Smith	01 Dec 01	08 Jun 02	AN	6
2235	Jones	01 Oct 01	30 Nov 01	TR	5
3456	Thomas	01 Dec 00	17 Sep 01	TR	5
4432	Brown	01 Sep 99	30 Nov 00	GC	4
CAPT					
9876	Green	22 Jan 01	20 Jun 01	AN	7
8765	Black	01 May 02	31 Aug 02		CH
7676	White	01 Jul 01	01 Oct 01	GC	4
7676	White	03 Jul 00	30 Jun 01	AN	4

MASTER BRIEF SHEET

PAGE 1 OF 1
CREATED: 26 APR 2005

***** ADMINISTRATIVE INFORMATION (ORIGINATES FROM MCTFS - CONTACT YOUR ADMIN SECTION FOR CORRECTIONS) *****

NAME		SSN		GRADE	RANK	LCN	DOR	TIG	CURRENT DUTY ASSIGNMENT				BILLET DESCRIPTION				DCTB	
MARINE, JOHN S.		123456789		O4	MAJ	12345678	19990501	5yr. 11mo	US Central Command				J-3 Future Ops Officer				20030717	
KEY DATE SUMMARY		AWARDS			MILITARY OCCUPATIONAL SPECIALTIES						TRAINING SUMMARY			LANGUAGES				
DEAF TIS PEBD AFADBD OSCD ACC COMM DOR COMM DOR LDO DSG PILOT DCADB EAS	19890702	MM	1		PMOS AMOS1 AMOS2 AMOS3	0302	Infantry Officer		AMOS4 ACQ JOINT BMOS	9910	Unrestricted Officer	RIFLE PISTOL PFT MCMAP	E/340	19980915	1994	French Spanish		
	15yr. 11mo.	NC	2			0602	Communications Officer						M/340	19980915				
	19890520	NA	1						A/289	20030922								
	19890520								TAN	20030815								
	19950115	EDUCATION SUMMARY																
	CIVILIAN				MILITARY						PME							
	19890520	1990	BA, Biology		1993	Winter Mountain Leader				2002	Command & Staff Non-Res							
	19890531	1986	Associates Deg		1993	Summer Mountain Leader				1997	AWS Ph II							
		1982	HS		1987	Airborne				1995	AWS Ph I							
					1990	Assault Climbers				1994	Warfighting Skills Prog							
					1990	Infantry Officer (TBS)												
	19890520				1989	Basic School												

***** PERFORMANCE EVALUATION SUMMARY *****

ADMINISTRATIVE SUMMARY					REPORTING SENIOR MARKINGS														REVIEWING OFFICER MARKINGS									
Grade	OCC	From	Months	Billet Description	Reporting Senior	Per	Pro	Cou	Eff	Ini	Lea	Dev	Set	Ens	Co	PME	Dec	Jud	Eva	Reviewing Officer	RO marks - same grade at processing							
BMOS	Type	To	Con	Ad	Command	Promote	Reports	RPT Avg	RS Avg	Rs High	RPT at High	RV at Pro	Cum RV	Obser	Concur	RO marks - same grade cumulative												
Capt	GC	1998080	9		Company Commander	LtCol Stickler	C	C	B	B	C	C	B	C	C	B	B	B	C	H	Col Curliss	0/1	0/2	1/3	3/4	2/5	1/6	0/7
0302	N	1999050	X		1st Battalion 2d Marines	Yes	14 of 17	2.53	2.25	2.82	1	94.60	96.00	Suff	Yes	0/1	1/2	9/3	12/4	23/5	11/6						1/7	
Maj	AN	1999050	3		Operations Officer	LtCol Gamer	C	C	C	H	C	C	H	C	H	B	H	C	C	H	Col Curliss	0/1	0/2	1/3	2/4	2/5	2/6	0/7
0302	N	1999080			1st Battalion 2d Marines	Yes	8 of 8	2.88	2.93	3.50	1	89.76	89.76	Suff	Yes	0/1	0/2	2/3	7/4	7/5	5/6						2/7	
Maj	CH	1999080	6		Operations Officer	LtCol Highmark	D	F	E	C	E	E	D	D	D	D	D	E	E	H	Col Monroe	0/1	0/2	1/3	3/4	2/5	1/6	0/7
0302	N	2000011			1st Battalion 2d Marines	Yes	11 of 16	4.46	5.95	6.38	2	83.70	81.8	Suff	No	1/1	1/2	2/3	4/4	17/5	12/6						7/7	
Maj	TR	2000012	3		BN Executive Officer	LtCol Solo	B	B	C	B	B	C	B	B	C	B	B	C	B	H	Col Monroe	0/1	1/2	1/3	3/4	3/5	1/6	0/7
0302	N	2000041			1st Battalion 2d Marines	Yes	1 of 1	2.30	2.30	2.30	1	N/A	N/A	Suff	Yes	1/1	1/2	2/3	4/4	17/5	12/6						7/7	
Maj	CH	2000041	12		Commanding Officer	Col Amaker	F	F	F	F	E	F	E	E	E	E	D	D	E	E	BGen Lowbranc	1/1	0/2	3/3	3/4	18/5	20/6	12/7
9910	N	2001050	X		MCRS Pittsburg	Yes	21 of 21	5.21	5.12	5.57	1	93.68	93.68	Suff	Yes	2/1	0/2	5/3	7/4	24/5	26/6						16/7	
Maj	CH	2001050	14		Commanding Officer	Col Tellall	F	E	E	E	E	F	E	E	E	E	E	E	E	E	BGen Toptree	0/1	1/2	0/3	7/4	38/5	17/6	4/7
9910	N	2002070			MCRS Pittsburg	Yes	5 of 8	5.14	5.33	5.86	1	83.87	86.44	Suff	No	0/1	1/2	0/3	9/4	46/5	19/6						5/7	
Maj	TR	2002070	12		Commanding Officer	Col Gofigure	C	D	D	D	D	C	D	D	C	D	D	D	D	D	BGen Panzer							
9910	N	2003063	X		MCRS Pittsburg	Yes	7 of 12	3.79	4.42	5.00	1	83.67	80.00	Insuf														



Administrative Summary

ADMINISTRATIVE SUMMARY					
Grade	OCC	From	Months		Billet Description
BMOS	Type	To	Com	Adv	Command
Capt	GC	19980801	9		Company Commander
0302	N	19990503	X		1st Battalion 2d Marines
Maj	AN	19990504	3		Operations Officer
0302	N	19990801			1st Battalion 2d Marines
Maj	CH	19990801	6		Operations Officer
0302	N	20000119			1st Battalion 2d Marines
Maj	TR	20000120	3		BN Executive Officer
0302	N	20000414			1st Battalion 2d Marines



Reporting Senior Markings

REPORTING SENIOR MARKINGS														
Reporting Senior	Per	Pro	Cou	Eff	Ini	Lea	Dev	Set	Ens	Co	PME	Dec	Jud	Eval
Promote	Reports	RPT Avg		RS Avg		RS High		RPT at High		RV at Proc		Cum RV		
LtCol Stickler	C	C	B	B	C	C	B	C	C	B	B	B	C	H
Yes	14 of 17	2.53		2.25		2.82		1		94.60		96.00		
LtCol Gamer	C	C	C	H	C	C	H	C	H	B	H	C	C	H
Yes	8 of 8	2.88		2.93		3.50		1		89.76		89.76		
LtCol Highmark	D	F	E	C	E	E	D	D	D	D	D	E	E	H
Yes	11 of 16	4.46		5.95		6.38		2		83.70		81.89		
LtCol Solo	B	B	C	B	B	C	B	B	C	B	B	C	B	H
Yes	1 of 1	2.30		2.30		2.30		1		NA		NA		



SECTION K: Reviewing Officers Comparative Assessment

K. REVIEWING OFFICER COMMENTS

1. **OBSERVATION:** ☒ Sufficient ☐
Insufficient

2. **EVALUATION:** ☒ Concur ☐ Do Not Concur

3. COMPARATIVE ASSESSMENT:

Provide a comparative assessment of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personally.

***NUMBERS ELECTRONICALLY OVERLAID AT TIME OF PROCESSING (OCT 2001)**

***INFORMATION EFFECTIVE AT TIME PROCESSING AND WILL NOT CHANGE**

***INFORMATION WILL SHOW UP ON OMPF AND DIGITAL BOARDROOM COPIES OF FITREP**

DESCRIPTION		COMPARATIVE ASSESSMENT
THE EMINENTLY QUALIFIED MARINE	<input type="checkbox"/>	0
ONE OF THE FEW EXCEPTIONALLY QUALIFIED MARINES	<input type="checkbox"/>	0
ONE OF THE MANY HIGHLY QUALIFIED PROFESSIONALS WHO FORM THE MAJORITY OF THIS GRADE	<input checked="" type="checkbox"/>	1
A QUALIFIED MARINE	<input type="checkbox"/>	2
UNSATISFACTORY	<input type="checkbox"/>	3

1

0

0

NUMBERS INDICATE TOTAL ASSESSMENTS AND HOW MANY TIMES RO HAS MARKED MARINES OF SAME GRADE ON THAT PORTION OF COMPARATIVE ASSESSMENT TRI



Reviewing Officer Markings

REVIEWING OFFICER MARKINGS									
Reviewing Officer		RO marks - same grade at processing							
Obser	Concur	RO marks - same grade cumulative							
Col Curly		0/1	0/2	1/3	3/4	2/5	1/6	0/7	0/8
Suff	Yes	0/1	0/2	9/3	12/4	23/5	11/6	3/7	0/8
Col Curly		0/1	0/2	1/3	4/4	9/5	2/6	0/7	0/8
Suff	Yes	0/1	1/2	9/3	17/4	27/5	11/6	3/7	0/8
Col Moe		0/1	0/2	1/3	3/4	2/5	1/6	0/7	0/8
Suff	No	1/1	1/2	2/3	4/4	17/5	12/6	7/7	1/8
Col Moe		0/1	1/2	1/3	3/4	2/5	1/6	0/7	0/8
Suff	Yes	1/1	1/2	2/3	4/4	17/5	12/6	7/7	1/8



HQMC MMSB-30

Points of Contact



DSN 278-3993, COMM (703) 784-3993

Section Head: x3989

Deputy: x3994

SgtMaj: x3996

Head, Policy and Research Unit: x5686

Head, Reserve Matters Unit: X3997

Head, Processing Unit: x3442



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MMSB-30 1-877-301-9953

MMSB-10 1-800- 268-3710

(After Hours & Weekends)

Questions?





HQMC Points of Contact



DSN 278 -XXXX, COMM (703) 784 - XXXX

Section Head: x3989

Deputy: x3994

SgtMaj: x3996

Head, Policy and Research Unit: x3991

Head, Reserve Matters Unit: 3991

Head, Processing Unit: x3442



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Questions??????

